



On the Cover

On March 16, 1922, James E. Hudson, an elevator operator in the capitol, became the first African American to address the Kentucky General Assembly. A volunteer missionary at the state reformatory, Hudson was known as a man who kept a Bible with him at all times and read it when he was not operating the elevator. While an evolution bill was being debated, some legislators sought a Bible they could use in their arguments, and Hudson offered his own. Seeing that Hudson's Bible was worn, Representative George C. Waggoner from Scott County took up a collection and bought Hudson a new one, along with a Bible dictionary. Hudson made his remarks in the House chamber in response to the presentation of this gift.



TREY GRAYSON SECRETARY OF STATE

COMMONWEALTH OF KENTUCKY OFFICE OF THE SECRETARY OF STATE

SUITE 152, STATE CAPITOL 700 CAPITAL AVENUE FRANKFORT, KY 40601-3493 (502) 564-3490 FAX: (502) 564-5687 WEBSITE: WWW.SOS.KY.GOV

Dear Fellow Kentuckians:

Beginning with the first African American to accompany Daniel Boone into the wild frontier of Kentucky in 1769, our great Commonwealth holds a rich yet often untold history of racial diversity. Time and time again outstanding Kentuckians prove themselves willing to answer the call of public service. Men and women of all colors and creeds dedicate themselves to a life of community involvement to ensure that everyone is fully and fairly represented in the cities and counties across Kentucky.

The struggle for equal opportunity and just representation has been, and unfortunately, continues to be an arduous and painful endeavor. Both in spite of and because of these obstacles, many before have given their lives to pave the foundations for equality. This report is a tribute to those individuals, but it is my hope that it will also serve as an inspiration to those who will, and in fact, must continue this fight.

We recognize that this publication highlights only a small sampling of the public service that minorities have given to the Commonwealth. There are thousands of other voices and stories that have been repressed by discrimination. This publication is as much dedicated to our silent heroes as it is the public ones. I encourage you to pay tribute to these individuals by sharing your own stories of triumph. Only by contributing to the dialogue can we look to the future with the eager expectation of even greater things to come.

Sincerely,

Trey Grayson

Kentucky

AN EQUAL OPPORTUNITY EMPLOYER M/F/D

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KET; Kentucky Department of Libraries and Archives. Though the list is extensive, each person, in one way or another played an important role in contributing to the final work.

Also, a special thanks goes out to all those who were kind enough to give their time for our spotlight sections: Secretary of Labor Elaine Chao, Mayor Mike Irby, Representative Reginald Meeks, Representative Darryl Owens, former Senator Georgia Powers, and Justice William E. McAnulty. Their direct insight and patience during the interview process is deeply appreciated.

Finally, it is vital that the staff of the Kentucky Secretary of State be recognized for their hard work and diligence on this project: Kristin Bradley, Rena Burden, Rebecca Bush, Kendra Clayton, J. Allen Eskridge, Les Fugate, Tyler Goodman, James Conner, Elizabeth Moore, Nathan Parsons, and Caleb Smith. It is our sincere hope and belief that this publication will serve to positively influence and inspire leaders of all ages in our magnificent Commonwealth of Kentucky.



Elaine Chao

Do you think it is easy for a minority to become involved in politics in Kentucky?

Being involved is as easy as voting. It's as easy as calling a campaign office or party headquarters to volunteer. It's as easy as putting a bumper sticker on your car or a sign on your lawn or in your window. Our country is increasingly diverse, so it benefits us all to have more people get involved. All it takes is some energy, commitment and motivation.



Born: March 26, 1953
Hometown: Immigrated from Asia at
age of eight, Louisville
College: Mount Holyoke; Harvard, MBA
Party Affiliation: Republican
Term: 2001 - present
Spouse: Senator Mitch McConnell

understanding and compassion of the challenges that many others in our country face. Our family's difficulties in our early years have given me deep empathy for the difficulties that others confront and also, an appreciation of the many opportunities that our country offers. I am a better leader today because of the sum of my experiences. Because of my experiences, I am totally committed to ensuring that equal opportunity is available and acces-

society has given me great

sible to all Americans.

What are your favorite/least favorite aspects of being a public official?

Favorite aspects include having a ringside seat as history is made. The least favorite aspect is the time I must spend away from Kentucky and from my husband.

What previous experiences prepared you for this position?

My work experiences in the private, non-profit, and public sectors, my own life experiences, and my educational background have prepared me well for my leadership role at the Department of Labor. My experience as a newcomer to this

Do you find it easy or difficult to balance your public life with your private life?

Like many other working couples, my husband and I always treasure our time together. With our respective busy careers, it's a challenge to find private time. But, that's why it's important to have a commitment to find and spend quality time with one's loved ones. Regardless of what we do, it's important to remember that the true treasures of life are good health, family and friends

Interview
Highlights
from
Elaine Chao

Ct

United States Secretary of Labor

1898

1920

1921



Racial/Gender Group	Percentage
White Male	46.59
White Female	45.77
Minority Male	3.32
Minority Female	4.32
Source: Kentucky Commission on Human Rights	3

Minorities in State Employment

Precentage of Minorities in Full-time Government Jobs

Year	Percent
1974	5.8
1978	6.6
1982	7.3
1986	7.3
1990	7.1
1994	7.0
1998	7.4
2001	7.8
2003	7.7
Source: Kentucky Comi	mission on Human Rights





1948

1954

Mike Trby

What has been your most rewarding moment?

To tell you the truth, I don't know. There have been so many. Of course, when I got elected, that was one of my happiest moments. The second time was [even] more exciting.

What are your favorite aspects of being an elected official?

Helping people out. I try to do whatever I can to help all the people instead of just some. The main thing is to keep an open mind; you need



Born: June 5, 1937 Hometown: Burkesville College: Lindsey Wilson Party Affiliation: Democrat Term: 1998 - present

As a minority, what challenges have you encountered or do you currently encounter as an elected official?

I came from China. My dad's American; my mother's Chinese. Of course, we were the first Chinese to come to this part of the country 50 years ago. It makes it hard. Most people are good to us, but you always have a few who

cause trouble every chance they get. I enjoy being mayor, but it's kind of hard.

Interview Highlights from Mike Irby

Mayor City of Burkesville



1960

1961



William E. McAnulty

What inspired your initial interest in politics?

I understood very early in life that the political process had a significant impact on our very existence. Through parental encouragement, I was eager to participate and have a voice in government.

Have you had a mentor or role model that has impacted your life or political involvement?

I have been fortunate in my life to have had many men-

tors. My first mentor was Rev. Clinton Marsh, my childhood minister, who provided me the confidence to overcome obstacles and think through problems.

What has been the most memorable moment within your political experiences?

My most memorable moment was the occasion



Born: October 9, 1947 Hometown: Louisville College: Indiana University; University of Louisville, J.D. Term: June 2006 Spouse: Kristi W. McAnulty of my investiture on the Kentucky Supreme Court. It was a ceremony of historic proportion for the entire Commonwealth.

Do you think it is easy for a minority to become involved in politics in Kentucky? What have been the advantages/disadvantages or your involvement?

Involvement is easy; impactful involvement is the hard part. History will decide my contributions.

The only disadvantage is the surrender of privacy.

Do you have any words/quotes that guide you in your public service?

I try to be a good listener and always keep an open mind.

1968

1972

1973

Interview

Highlights

from

William E.

McAnulty

Kentucky

Supreme Court

Reginald Meeks

What advice would you give to an African American who is trying to become more involved in his or her community?

It is critical for any individual, regardless of race, who is trying to become more involved in his or her community to establish a value-system, a personal and political moral system which sets out the priorities in your life. These priorities must become so basic and engrained in your life that they will not be compromised by the challenges you

will confront as you become more involved. You must be willing to stand, and to stand alone, on these fundamental principals that you try to live your life around, and that you try to base your public service upon.

I also urge you to find others who are as passion-

ate about and committed and dedicated to those



Born: March 21, 1954
Hometown: Louisville
College: Wabash College, B.A.;
University of Iowa College of Law, J.D.;
University of Louisville, Ph.D. (pending)
Party Affiliation: Democrat
Term: 2001- present
Spouse: Single

things that are important to you as you are. It is better to have a handful of people you can count on than an army about which you have doubts.

Would you advise minorities to consider public office?

I would absolutely encourage the pursuit of public service in holding public office. It is the most challenging, most rewarding, most frustrating activity that one can engage in. Holding public office will reveal more about

yourself, and reveal more about others, than one can imagine. It will seek to change you in ways that will lead to growth and to revelation. Hopefully, it will lead to a greater sense of humanity, purpose and to a clearer understanding [of] those who would do you and your community harm.

Interview
Highlights
from
Reginald
Meeks

State Represenative

1975: Joe W. Denning was the first
African American to serve on the

1975: K.D. Frison was the first African American elected to the Benham City Council.₂₁

Bowling Green School Board.

1975: Frank Goodloe Sr. was the first African American appointed to the New Castle Board of Trustees. 22

Rhoda R. Ayers was the first African American member of the Newport Independent Board of Education

1976: Luther Mason was the first African American elected to the Scott County Board of Education.₂₄ 1976: Benjamin F. Shobe was Louisville's first elected city police judge.₂₅

Darryl Owens

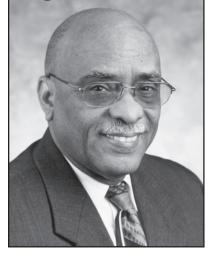
As a minority what challenges have you encountered or are you currently encountering in your position?

Well, I've learned to deal with [challenges]. It's tough because I think there are some perceptions of African Americans. One, that you can only represent African American districts. I think if you look throughout the state, most African Americans represent African Americans represent African American districts. So the question isn't can they effectively represent their

particular district; the problem is getting into that particular position to do that.

How do you think voters will get over the stereotype that minorities can only serve their particular group?

Well I have mixed emotions. People vote for people they know. Women generally vote for women, labor people vote for labor people-that type of thing. I think it is just a matter of getting to that position where you can demonstrate your abilities.



Born: November 10, 1937
Hometown: Louisville
College: Central State University, B.A.,
Howard University School of Law, J.D.,
Party Affiliation: Democrat
Term: 2001 - present
Spouse: Single

What advice and steps would you give to a minority who is trying to become more involved in his or her community?

Get involved. Get involved whether it is a neighborhood or a street watch group non-profit. Get involved. I think that involvement in the community comes first, involvement in other candidates races. If there is somebody running and you like their views and you like what they say then go offer your

services. Offer yourself to stuff envelopes; to walk door to door; contribute one, five, ten dollars. Get involved in your community Boy Scouts, Girl Scouts, and your church or neighborhood watch club. Get involved. People get to know you through your involvement. You'll be a much better elected official with that experience and that knowledge.

1977

1978

Francine T. Coulter was the first African American elected to the Danville Independent School Board.

1977: J.C. Flippin was the first African American councilman elected to office in Franklin, Kentucky.₂₇ 1977: W.J. Hodge was the first African American president of the Louisville Board of Alderman.,₃₈

1977: Alphonso Moore was the first African American elected to the Jenkins City Council. 29

1977: Dorothy Morrow was the first African American woman on the Lynch City Council.₃₀

Jesse Crenshaw was the first African American lawyer appointed Assistant U.S. Attorney for Kentucky's Eastern District.

Interview

Highlights

from

Darryl Owens

State

Represenative

Georgia Powers

What inspired your initial interest in politics?

I was not interested in politics. An elderly woman at my church asked me if I wanted to work for the Democratic Party-for the Wilson Wyatt campaign. Three straight Sundays she asked me, and finally, I said "yes" so she would stop asking. I worked making copies, campaign fliers, and informative

things. My main job was to keep it organized. I had always despised segregation and I said that this is where to be in a position to affect policy, in a position to affect change.



Born: October 19, 1923 Hometown: Springfield, KY College: Louisville Municipal College Party Affiliation: Democrat Term: 1967 - 1988

Have you had a mentor or role model that has impacted your life or political involvement?

I only had that woman in my church that got me involved in the campaign. The other role model was my mom, who raised nine kids. I get my fearlessness from my grandmother.

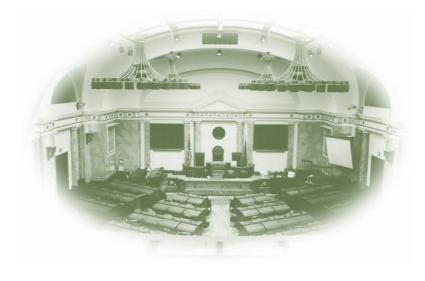
How can you sum up your mindset as a state senator?

I was on a mission in

Frankfort. I did not want to come back and think I wasted my time or did not do all I could. You build your legacy day by day.

Interview
Highlights
from
Georgia
Powers

Former State Senator



1979

1980

American mayor of Taylorsville.

Charles W. Anderson, Jr.

Kentucky's first black legislator and the first black lawmaker in the South since Reconstruction.
Elected to the General Assembly in 1935 and served six terms. Sponsored measures to improve educational opportunities for blacks. Attended Ken-

tucky State College and earned a law degree from Howard University. In 1946, Anderson was the Assistant Commonwealth Attorney for Jefferson County. He was the first black lawyer to occupy such an office in the South. Appointed Alternate Delegate to U.N. by President Eisenhower.

Source: Kentucky Commission on Human Rights

Johnson continued teaching at Central until 1966, then spent another seven years in the Jefferson County Public Schools as an assistant principal at several schools. Along the way, he also continued his civil rights work. Always outspoken in denouncing discriminiation, he led struggles to integrate neighborhoods, swimming pools, schools, and restaurants, and headed the Louisville chapter of the National Association for the Advancement of Colored People for six years. Lyman T. Johnson Middle School was named in his honor in 1980.

Born in 1906 in Columbia, Tennessee, Johnson was the grandson of former slaves. He died in Louisville in 1997.

Source: www.ket.org

Profiles

Lyman T. Johnson is best known as the plaintiff whose successful legal challenge opened the University of Kentucky to African American students in 1949. But by the time of that lawsuit, he had already been teaching at

Louisville's Central High School for 16 years, having earned a master's degree in history from the University of Michigan in 1931, and was a local leader in the fight to equalize the pay of black and white teachers.

Mae Street Kidd

Mae Street Kidd served in the Kentucky House of Representatives from 1968 to 1984, representing Louisville's 41st legislative district. She sponsored legislation to make Dr. Martin Luther King Jr.'s birthday a state holiday as well as bills to provide open hous-

well as bills to provide open housing and low-income housing in Kentucky.

Passage of the "Representative Mae Street Kidd Bill" created the Kentucky Housing Corporation.

But Kidd's proudest accomplishment in the General Assembly, she always told interviewers, was her campaign concerning three long-neglected amendments to the U.S. Constitution.

1981

1981: Clarence M. Pendleton, Jr. was appointed by President Ronald Reagan to become the first African American chairman of the US Commission on Civil Rights.

1983

Kentucky had never ratified the 13th Amendment, which ended slavery; the 14th, which extended full citizenship rights to African Americans; or the 15th, which gave black men the right to vote. In 1976, more than 100 years after they became law, Kentucky's General Assembly finally corrected the historical oversight and unanimously ratified all three.

Kidd also organized the first Louisville Urban League Guild, in 1948, and served as president of the Lincoln Foundation. The NAACP gave her its Unsung Heroine Award, and she received a Louisville Mayor's Citation for Outstanding Community Service. She died in 1999.

Daughter of a white father who never acknowledged her, Kidd was more than three-fourths white but legally black by the standards of the early 20th century. Throughout her life, she struggled for acceptance in both the white and black communities.

Source: www.ket.org

Rufus B. Atwood

Atwood improved educational opportunities for Blacks and brought full accreditation to Kentucky State College as president from 1929 -1962. He led the battle for desegregared education in Kentucky beginning in the

1985: George T. Williams was the

first African American to hold office

in Taylor County.43

1940's. Atwood earned Bachelor Degrees from Fisk University and Iowa State College and a Master's Degree from University of Chicago. He received the Bronze Star for bravery in the 369th U.S. Infantry, an all-black unit that served in combat longer than any other U.S. unit in World War I. He was also the first black awarded the University of Kentucky's Sullivan Medallion for devoting "a lifetime to the education of young people and ... for the advancement of interracial relations."

Source: Kentucky Commission on Human Rights

Whitney Young, Jr.
Young championed equal opportunity

for black Americans as national Urban League Director (1961-1971). He was born in Lincoln Ridge while his father was President of Lincoln Institute. He was a graduate of Kentucky State University and received a MA from the University of

Minnesota. He became Dean of School of Social Work at Atlanta University (1954-1961). Young served on several presidential commissions and received the Medal of Freedom, the nation's highest civilian award.

Source: www.ket.org

Profiles

1987: Ernest A. Jasmin was the first African American Commonwealth's Attorney.

1987: Lavenia Watkins was the first

African American woman elected to

the Hopkinsville City Council.47

Colonel Charles D. Young

Born in Mays Lick, Kentucky, Colonel Charles Young was an African American cavalry officer who held important intelligence assignments in the early years of the 20th century. He was the third black to graduate from West Point, and the only one to endure the racial injustice of the times and still made the Army his career. Colonel Young overcame open hatred and disrespect by mastering his profession and leading by example. He did not become a leader by virtue of his commission in the U.S. Army-he earned it by working harder than any other officer and by displaying courage and intelligence in combat.

He was an accomplished linguist and, when he was not serving with one of the Black Regiments, he worked in intelligence. He was one of the early military



attachés, making extended reconnaissance missions into Haiti and Santo Domingo. He served on two more occasions

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as a military attaché in additional tours to Liberia.

Forced to retire due to a disability on the brink of World War I, he demonstrated his fitness for further duty. Colonel Young rode on horseback from Wilberforce, Ohio, to Washington, D.C., where he offered his services to the war effort, in his words "gladly at the risk of life, which has no value to me if I cannot give it for the great ends for which the United States is striving." The War Department did not accept his offer; instead, he again went on attaché duties to Liberia, where he died of fever in January 1922.

Excerpted from the University of Military intelligence

Source: www.umi-online.us/mipb

Kentucky Minority and Military Service

Military Profiles

Master Chief, Carl Brashear

Carl Brashear grew up on a farm in Kentucky as part of sharecropper's family. After being educated in small segregated schools, he enlisted in the Navy in 1948 and underwent recruit training at Great Lakes, Illinois, After initial duty as a steward, he began handling aircraft for squadron VX-1 at Key West, Florida, and was subsequently rated as a boatswain's mate. He served in the escort carriers Palau (CVE-122) and Tripoli (CVE-64) and began taking training in salvage diving. Other duties were in USS Opportune (ARS-41); Naval Air Station Quonset Point, where he escorted President Dwight Eisenhower; Ship Repair Facility Guam; Deep-Sea Diving School; the submarine tender Nereus (AS-17), and Fleet Training Center Pearl Harbor. He also had temporary duty with Joint Task Force Eight for nuclear tests in the Pacific. He served in the USS Coucal

(ASR-8), USS Shakori (ATF-162), and USS Hoist (ARS-40). While on board the latter in 1966 for the recovery of a nuclear weapon off Spain, Brashear was badly injured in an accident; as a result, surgeons



amputated his left leg below the knee. He refused to submit to medical survey boards attempting to retire him as unfit for duty. After demonstrating that he could still dive and perform his other duties, he served in Harbor Clearance Unit 2, Naval Air Station Norfolk, Experimental Diving Unit, submarine tender Hunley (AS-31); USS Recovery (ARS-43), Naval Safety Center, and Shore Intermediate Maintenance Activity Norfolk. In 1970 he qualified as the first black master diver in the history of the U.S. Navy. Master Chief Brashear's memoir also includes material on his postretirement employment and a candid description of his treatment in the Navy's alcohol rehabilitation program.

Excerpted from the University United States Naval Insitute

Source: http://www.usni.org/oralhistory/b/brashear.htm

KENTUCKY VETERANS BY RACE/ETHNICITY, 2005-2006

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Source: VetPop2004, Version 1.0, VA Office of the Actuary The values shown are estimates & projections that should be reported to the nearest 100.

Date	Hispanic Of Any Race	White Non- Hispanic	Black Non- Hispanic	American Indian Non- Hispanic	Asian Non- Hispanic	Pacific Islander Non- Hispanic	Other or Multiple Race Non- Hispanic	Total
9/30/2005	4,392	317,086	28,210	1,400	910	203	3,374	355,576
9/30/2006	4,481	312,324	28,420	1,409	927	206	3,418	351,185

Gary D. Payne was the first African American judge in

Fayette County. 48

1988: Laken Cosby Jr. was the first African American chairman of the Jefferson County School Board. 49

John W. Shannon of Louisville is sworn in as the Under Secretary of the Army.₅₀ Gerald A. Neal was the first African American male elected to the Kentucky State Senate.₅₁ William Cofield Jr. was the first African American appointed to the Franklin County Board of Education.

1991: Janice R. Martin became the first elected African American woman judge in Kentucky.₅₃

Minority Service Population of Kentucky

As of May 2006

RACE	NON- HISPANIC	HISPANIC	TOTAL
American Indian/Alaska Native	311	4	315
Asian/Pacific Islander	899	3	902
Black	6,613	119	6,732
White	25,569	2,035	27,604
Multi Race	10	0	10
Unknown	843	1,250	2,093
TOTAL	34,245	3,411	37,656

Kentucky Veteran Minority Data

These figures are statewide estimates as of 30 SEP 05:

Total veteran population in Kentucky = 355,576

Hispanic of any race = 4,392

Black = 28,210

American Indian = 1,400

Asian = 910

Pacific Islander = 203

Other or multiple race = 3,374

Medal of Honor Recipients

WOODS, BRENT (Western Campaigns 1881)

Rank: Sergeant Service: U.S. Army Birthday: 1850

Place of Birth: Pulaski County, Kentucky

Date of Death: 31 March 1906

Cemetery: Mill Springs National Cemetery A-930) (MH)—Nancy.

Kentucky

Unit: Company B, 9th U.S. Cavalry Battle or Place of Action: New Mexico Date of Action: 19 August 1881 Date of Issue: 12 July 1894

Citation: Saved the lives of his comrades and citizens in the

town by his courageous conduct under superior enemy attacks.

(http://www.jimcrowhistory.org/resources/pdf/medalofhonor.pdf)

"After hostile Indians attacked a ranch near Camp Canada Alamosa, New Mexico, Second Lieutenant George Burnett took the first available detachment to pursue and attack the hostile Apache marauders. With a fifty-man force, some of whom were mounted Mexicans from the plundered ranch, he located and attacked the hostile force that outnumbered his small command two-to-one. Three days after that battle at Cuchillo Negro Mountains where three men earned Medals of Honor, Sergeant Brent Woods was part of a twenty-man detachment that again engaged the hostile force. During that battle Sergeant Woods distinguished himself not only as a brave and gallant fighter, but also in the heroic manner in which he went to the assistance of his wounded comrades and injured citizens near McEver's ranch. His actions under fire saved many wounded and innocent civilians from falling into the hands of the hostile Indians."

Source: (http://www.homeofheroes.com/gravesites/states/pages_pz/woods_brent.html)

SHAW, THOMAS (Western Campaigns 1881)
Rank: Sergeant (highest rank: First Sergeant)

Service: U.S. Army **Birthday**: 1846

Place of Birth: Covington, Kenton County, Kentucky

Date of Death: 23 June 1895 Place of Death: Washington, D.C.

Cemetery: Arlington National Cemetery (27-952-B) (MH)—

Arlington, Virginia

Entered Service at: Baton Rouge, Baton Rouge County, Louisiana

Unit: Company K, 9th U.S. Cavalry

Battle or Place of Action: Carrizo Canyon, New Mexico

Date of Action: 12 August 1881 **Date of Issue:** 7 December 1890

Citation: Courageously held his ground in an extremely exposed position and prevented the enemy's superior numbers from

overwhelming his command.

(http://www.jimcrowhistory.org/resources/pdf/medalofhonor.pdf)

"Another Ninth Cavalry trooper to earn the coveted medal was Sergeant Thomas Shaw, who served as a private at Fort Davis in 1870 and 1871. A runaway slave from Kentucky who had joined the Union Army during the Civil War, Shaw was one of the best marksmen in the regiment. In August of 1881, Shaw was part of a small detachment in pursuit of the Apache leader, Nana, and a number of his warriors. The Apaches had attacked a number of small settlements and ranches in southern New Mexico Territory. The outnumbered soldiers surprised the Apaches in Carrizo Canyon on the west side of the Mimbres Mountains. Sergeant Shaw was awarded the Medal of Honor for "extraordinary courage under fire" in preventing the Apaches from surrounding the command."

Source: (http://www.nps.gov/foda/Fort_Davis_WEB_PAGE/About_the_Fort/BLACK_RECIPIENTS_Con_Medal_of_Honor.htm)

1992

1994

Kentucky

Minority and

Military

Service

Organizations

Kentuckiana Minority Business Council

614 West Main Street Suite 5500 Louisville, KY 40202 502-625-0082 www.kmbc.biz

Providing a direct link between corporate America and minority owned businesses is the primary objective of the National Minority Supplier Development Council, one of the country's leading business membership organizations. It was chartered in 1972 to provide increased procurement and business opportunities for minority businesses of all sizes.

Organizations

Martin Luther King, Jr. Cultural Center

University of Kentucky 133 Student Center Lexington, Kentucky 40506-0030 859-257-4130 (phone) 859-257-7535 (fax) www.uky.edu/MLKCC

The MLKCC was established to contribute positively to the recruitment and retention of African American students by aiding in the development of a more hospitable and supportive campus environment. To achieve this goal, the center offers a relaxed, yet stimulating environment where all students of the university can come together to be enriched through diverse cultural exchanges.

The Governor's Office of Minority Empowerment

700 Capital Avenue Frankfort, KY 40601 (502) 564-2611 www.ome.ky.gov

The OME's mission is to work for the success of minorities throughout the Commonwealth of

Kentucky by promoting self-sufficiency through education and training and ensuring equal access to jobs and economic development thus improving the quality of life for all Kentuckians.

The National Association for the Advancement of Colored People - www.naacp.org

The mission of NAACP is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.

Ashland/Boyd County Branch

Phone: (606)325-9923 Address: P.O. Box 1778 Ashland, KY 41105

Bowling Green/Warren County Branch

Phone: (270)842-1168 Address: P.O. Box 1357, Bowling Green, KY 42102

Danville/Boyle County Branch

Phone: (859)236-2947 Address: P.O. Box 432 Danville, KY 40423

Frankfort Branch

Phone: (502)875-3383 Address: P.O. Box 306 Frankfort, KY 40601

Georgetown/Scott County Branch

Phone: (502)863-0769

Address: 1199 West Main Street Georgetown, KY 40324

Hardin County Branch

Phone: (270)877-2772 Address: P.O. Box 813 Radcliff, KY 40159

1995 1996 1997 1996

Encouraging Diversity in Kentucky's Leaders

Henderson County Branch

Phone: (270)827-2798 Address: 400 South Ingram Henderson, KY 42420

Hopkinsville Branch

Phone: (270)866-8158 Address: P.O. Box 1221 Hopkinsville, KY 42241

Irvington Branch

Phone: (270)756-5780 Address: P.O. Box 130 Garfield, KY 40140

Lexington/Fayette County Branch

Phone: (859)252-7336 Address: 479 Erin Road Lexington, KY 40511

Louisville/Jefferson County Branch

Phone: (502)776-7608 Address: P.O. Box 161173 Louisville, KY 40256

Madison/Richmond County Branch

Phone: (859)624-2045 Address: 300 Francis Street Richmond, KY 40475

Madisonville/Hopkins County Branch

Phone: (270)821-4673 Address: P.O. Box 684 Madisonville, KY 42431

Mayfield/Graves County Branch

Phone: (270)247-5198

Address: 1819 South 10th Street

Mayfield, KY 42066

Maysville/Mason County Branch

Phone: (606)584-8929 Address: P.O. Box 37 Maysville, KY 41056

Muhlenberg County Branch

Phone: (270)754-4260 Address: 503 Mittie K Render Central City, KY 42330

Murray/Calloway County Branch

Phone: (270)761-1509

Address: 900 B. South 10th Street

Mayfield, KY 42066

Northern Branch

Phone: (859)442-7476 Address: P.O. Box 1295 Covington, KY 41012

Owensboro Branch

Phone: (270)302-6814 Address: P.O. Box 12 Owensboro, KY 42302

Paducah Branch

Phone: (574)289-2123 Address: P.O. Box 357 Paducah. KY 42001

Russellville/Logan Branch

Phone: (270)725-8508 Address: P.O. Box 965 Russellville, KY 42276

Shelbyville/Shelby Branch

Address: 316 North Side Drive,

Shelbyville, KY 40065

Webster/Providence County Branch

Phone: (270)667-2424 Address: P.O. Box 55 Providence, KY 42450

Kentucky State Branch

Phone: (574)289-2123 Address: P.O. Box 306 Frankfort, KY 40601

Kentucky Heritage Commission

Nicole Wallace 300 Washington Street Frankfort, Kentucky 40601 (502) 564-7005 (502) 564-5820 (fax)

http://www.state.ky.us/agencies/khc/khchome.htm

Organizations

1999

Justice Resource Center

(502) 562-6737 1601 Maple St Louisville, KY 40210

National Underground Railroad Freedom Center

Terrie Puckett 50 East Freedom Way Cincinnati, Oh 45202 513/333-7569 tpuckett@nurfc.org www.freedomcenter.org

The National Underground Railroad Freedom Center on the banks of the Ohio River in downtown Cincinnati, Ohio, opened August 23, 2004. A \$110-million facility, the Freedom Center features three pavilions, celebrating courage, cooperation and perseverance. The story of freedom is woven through the heroic legacy of the Underground Railroad and the American struggle to abolish human enslavement and secure freedom for all people. Using the Underground Railroad as a lens through which to explore a range of freedom issues, the Freedom Center offers lessons and reflections on the struggle for freedom in the past, in the present, and for the future. And it helps visitors discover the power of one voice - shared with many - by speaking out about the meaning of freedom.

National Conference for Community and Justice

Christine Jarman/Robert Harris 106 East Eighth Street Cincinnati, Ohio 45202 513/381-4660 cjarman@nccj.org rharris@nccj.org www.nccjcincinnati.org

The National Conference for Community and Justice (NCCJ), founded in 1927 as The National Conference of Christians and Jews, is a human relations organization dedicated to fighting bias,

bigotry and racism in America. NCCJ promotes understanding and respect among all races, religions and cultures through advocacy, conflict resolution and education.

The National Council of Negro Women

Lexington-Central Kentucky Section Lexington, KY (859) 277-1945

Louisville Section Louisville, KY (502) 493-3881

Founded in 1905 by Mary McCloud Bethune, The National Council of Negro Women (NCNW) is a national council of African American women's organizations. The NCNW's purpose is to lead and develop women of African descent as they enhance their communities through advocacy and leadership. With its 39 national affiliates and 200 sections, the NCNW helps to fulfill their purpose through extensive research and community based services.

Equal Employment Opportunity Commission

Louisville Area Office 600 Dr Martin Luther King Jr. Place #268 Louisville, KY 40202 Marcia Hall-Craig, Director (502) 285 6082; fax (502) 582 5895 www.eeoc.gov

Kentuckiana Minority Business Council

614 W Main St # 5500 Louisville, KY 40202 Derwin Webb, President & CEO (502) 625 0138; fax (502) 625 0082 dwebb@kmbc.biz www.kmbc.biz

2001

2002

2003

Organizations

Kentucky African American Heritage Commission

To identify and promote awareness of the significant African American influences upon the history and culture of Kentucky and to support and encourage the preservation of Kentucky African American heritage. Because African Americans have made significant contributions to the social and cultural life of the Commonwealth, the African American Heritage Commission will create a deeper understanding of the past accomplishments and ongoing influence of African Americans on the heritage of the Commonwealth.

300 Washington Street Frankfort, Kentucky 40601 (502) 564-7005 phone (502) 564-5820 fax

Kentucky Native American Heritage Commission

All Kentuckians will recognize, appreciate and understand the significant contributions Native Americans have made to Kentucky's rich cultural heritage. Through education and increased awareness, the people of Kentucky will understand the histories, cultures and matters of concern to Native American peoples.

300 Washington Street Frankfort, Kentucky 40601 (502) 564-7005 phone (502) 564-5820 fax

Crane House: The Asia Institute

1244 South Third Street Louisville, Kentucky 40203 (502) 635-2240 phone (502) 635-7659 fax adm@cranehouse.org email http://www.cranehouse.org/ website

Crane House actively promotes cultural understanding among the peoples of the United States and Asia through education. Crane House opened in 1987 as a Chinese cultural center, under the leadership of Helen Lang, founder. In 1996,

Crane House broadened its mission to become an Asian Center, with the goal of becoming the premier regional organization providing educational services and cultural programs focused on Asia.

Japan-America Society of Kentucky

167 West Main Street, Suite 1200 Lexington, KY 40588 (859) 231-7533 phone (859) 233-9407 fax info@jask.org email http://www.jask.org website

Established in 1987, the Japan-America Society of Kentucky (JASK) is a nonprofit, nonpolitical membership organization dedicated to promoting a better understanding of the business, cultural and social practices and customs of Japan and Kentucky. Headquartered in Lexington, JASK provides member events and services throughout the state.

Organizations

Organization of Chinese Americans, Kentucky Chapter

P.O. Box 7526 Louisville, KY 40257 www.ocaky.org

OCA is a national organization dedicated to advancing the social, political and economic well-being of Asian Pacific Americans in the United States.

Jewish Community Center of Louisville

3600 Dutchmans Lane Louisville, KY 40205

The Jewish Community Center is Jewish in purpose, community-wide in scope, and a center of cultural, educational, recreational, and social activities.

Hispanic Latino Coalition

(502) 636-9121 224 Woodbine St Louisville, KY 40208

2005

2006

Jr. becomes the first African-American on the Kentucky Supreme Court. 76

The following are descriptions of some of the positions, both elected and non-elected, of the people who are featured in our directory.

Supreme Court Justices

The Supreme Court of Kentucky is the court of last resort and the final interpreter of state law. It consists of seven justices who are elected from the seven appellate districts and serve eight-year terms. The Chief Justice of the Commonwealth is chosen by his or her colleagues and serves a term of four years. The justices, as a panel, hear appeals of decisions from the lower courts and issue decisions or "opinions" on cases. The Supreme Court is also responsible for establishing rules of practice and procedures for the Court of Justice, which includes the conduct of judges and attorneys.

State Senators

State Senators must be at least 30 years old, be a citizen of Kentucky, and have resided in the state at least 6 years and in the district at least one year prior to the election. Senators are elected for four-year terms, with half the Senate elected every two years. They pass legislation, debate issues, and help allocate the proper assistance across Kentucky.

State Representatives

State Representatives must be at least 24 years old, be a citizen of Kentucky, and have resided in the state at least 2 years and in the district at least 1 year prior to election. Representatives are elected for two-year terms in November following the regular session of the General Assembly. The entire House is elected at the same time. The House is the other chamber of the Kentucky General Assembly. (They more or less serve the same role as the State Senators except for a few different Constitutional variances.)

Circuit Court Judges

The Circuit Court is the court of general jurisdiction and hears civil matters involving more than \$4,000.00. Circuit courts have jurisdiction over cases involving capital offenses and felonies, divorces, adoptions, terminations of parental rights, land dispute title problems, and contested probates of will. Circuit courts have the power to

issue injunctions, writs of prohibition, writs of mandamus, and hear appeals from district courts and administrative agencies. One judge may serve more than one county within a circuit. Some circuits contain only one county but have several judges, depending on population and caseload. Circuit judges serve eight-year terms.

District Court Judges

The District Court has limited jurisdiction, which means it hears only certain types of cases. Ninety percent of all Kentuckians involved in court proceedings appear in District Court. Juvenile matters, city and county ordinances, misdemeanors, traffic offenses, probate of wills, felony preliminary hearings, and civil cases involving \$4,000 or less are heard in District Court. Guardianship and conservatorship for disabled persons are in District Court, as well as voluntary and involuntary mental commitments and cases relating to domestic violence and abuse. If a district has a high population and a heavy caseload, it may consist of only one county but have several judges. In less populated areas, a district may encompass more than one county, but have only one judge who travels between the counties to hear cases.

County Commissioners/Magistrates

County Commissioners and Magistrates serve similar roles in various facets, but are different in others. County Commissioners hold no other powers or duties outside of those held as a member of the fiscal court; however, they may perform marriages, if authorized. Magistrates also serve on the county's fiscal court and can perform marriage if authorized. The position of magistrate is a constitutional position that must be filled, but County Commissioners may also exist depending on the form of county government.

Government

Positions

School Board Members/ Superintendents

School board members serve as key policy makers for school districts and tailor their policies to work within national and state guidelines. These members are key components to the community because they serve as advocates for children and proper education. Superintendents are the chief official of the educational system within a given district. These individuals have the authority to create policy and supervise the district's actions. Combined with the school board, superintendents work towards allocating money appropriately and establishing guidelines, both educationally and socially, for students to follow. School board members and superintendents work towards establishing a structured environment to assist children in reaching their maximum potential.

Mayors

The Mayor serves as the official head of government within a city. The mayoral tasks include formulating policy, delivering city services, and establishing priorities for the entire city. Mayors must coordinate and monitor policies to ensure they meet the goals of the community. Generally, mayors work with city councils or city commissioners and preside over city council meetings.

Councilmembers/Commissioners

Councilmembers/Commissioners hold a part time position under a Council/Manager form of government. They compose the legislative body of the City. The members adopt the laws and policies for their local government. They are usually responsible for appropriating funds to operate City government, adopting a budget to guide expenditures and revenue, and defining the powers and duties of appointed officers and employees.

Government Positions



Supreme Court

William McAnulty

700 W Jefferson Louisville, 40202 502-595-3430 African American

State Senators

Gerald Neal

One Riverfront Plaza 401 West Main Street, Suite 1807 Louisville, 40202 502-584-8500 African American

State Representatives

Jesse Crenshaw

121 Constitution Lexington, 40507 859-259-1402 African American

Government

Positions

Derrick Graham

157 Bellemeade Drive Frankfort, 40601 502-223-1769 African American

Reginald Meeks

P.O. Box 757 Louisville, 40201 502-772-1095 African American

Darryl Owens

1300 West Broadway Louisville, 40203 502-584-6341 African American

Arnold Simpson

28 West 5th Street Covington, 41011 859-261-6577 African American

Circuit Court

Denise ClaytonCircuit Judge

Circuit 30, Division 4 700 W Jefferson Louisville, 40202 African American

Pamela Goodwine

Circuit Judge
Circuit 22, Division 4
120 N Limestone
Lexington, 40507
African American

Gary Payne

Circuit Judge
Circuit 22, Division 2
120 N Limestone
Lexington, 40507
African American

District Court

Jerry Crosby

District Judge
District 12, Division 1
100 West Main Street
LaGrange, 40031
African American

Arnold Lynch

District Judge
District 3, Division 2
216 West Seventh Street
Hopkinsville, 42240
African American

Janice Martin

District Judge District 30, Division 9 600 W Jefferson Louisville, 40202 African American

Clyde Reed

District Judge
District 10, Division 1
209 W High Street
Hodgenville, 42748
African American

Joan "Toni" Stringer

District Judge
District 30, Division 13
600 W Jefferson
Louisville, 40202
African American

County Commissoners & Magistrates

Rudolph Pettus

County Magistrate Christian County 707 E 1st Street Hopkinsville, 42240 African American

Charles McCutchen

County Magistrate Simpson County PO Box 242 Franklin, 42134 270-586-6711 African American

Cedric C. Burnam

County Magistrate Warren County 1015 Beauty Avenue Bowling Green, 42101 African American

School Board Members

Felix Akojie

Paducah Board of Education African American

Randall Bartleson

Harrodsburg Board of Education African American

Carol Bransford

Fulton Board of Education African American

Wallis Brooks

Paris Board of Education African American

Jacqueline Burnside

Berea Board of Education African American

Regina Churchill

Elizabethtown Board of Education African American

William Cofield

Franklin County Board of Education

African American

Larry Conner

Fayette County Board of Education African American

Terry Cunningham

Mason County Board of Education African American

Ann Elmore

Jefferson County Board of Education African American

Daniel Fisher

Eminence Board of Education African American

William Greenwell

Union County Board of Education

African American

Jerry Hopkins

Providence Board of Education African American

Brenda Jackson

Shelby County Board of Education
African American

Amcan American

Larry Jackson

Mayfield Board of Education African American

Ricky Johnson

Paris Board of Education
African American

James Keeton

Ashland Board of Education African American

Darryll Lynch

Christian County Board of Education

Asian

Luther Mason

Scott County Board of Education African American

Joseph Menez

Beechwood Board of Education Hispanic

Pa Morehead-Johnson

Eminence Board of Education
African American

Valorie Morse

Henderson County Board of Education

African American

Venita Murphy

Providence Board of Education
African American

Jacque Pope-Tarrence

Bowling Green Board of Education

African American

Brenda Ratliff

Knott County Board of Education African American

Kathy Reed

Bardstown Board of

Education African American

Danny Rutherford

Allen County Board of Education Hispanic

Dennis Smith

Hazard Board of Education

African American

John Smith

Henry County Board of Education African American

Marvin Swann

Danville Board of Education
African American

Barkley Taylor

Campbellsville Board of Education African American

Chandra Varia

Floyd County Board of Education

Indian

Debbie Vaughn

Fulton Board of Education African American

Phillip West

Russellville Board of Education African American

Elaine Wilson

Somerset Board of Education African American

Phyllis Young

Scott County Board of Education

African American

Mayors

Mike Irby

Mayor of Burkesville

P.O. Box 250 Burkesville, 42717 270-864-5391 Asian

Billy Bradford

Mayor of Elsmere 318 Garvey Avenue Elsmere, 41018 859-342-7911 African American

Maude Teegarden

Mayor of Germantown

P.O. Box 93 Germantown, 41044 606-883-3610 African American

Harold Pittman

Mayor of Hazel *P.O. Box 156* Hazel, 42049-0156

270-492-6464 African American

Frank Stafford

Mayor of Mortons Gap

P.O. Box 367 Mortons Gap, 42440-0367 270-258-5362 African American

Tessie Cecil

Mayor of New Haven

P.O. Box 98 New Haven, 40051-0098 502-549-3569 Pacific Islander

Councilmembers & Commissioners

Bernice Dickerson

Councilmember of Adairville 270-539-8501 African American

Danny Finch

Councilmember of Adairville 270-532-9731 African American

Martha Elliot

Councilmember of Auburn 270-542-4149 African American

Francis Lydian

Councilmember of Bardstown 502-348-5947 African American

Bill Sheckles

Councilmember of Bardstown 502-348-3929 African American

Mahlon Thomas

Councilmember of Bardwell 270-628-5415 African American

Benzell Bard

Commissioner of Beaver Dam

270-274-7106 African American

Lacey Griffey

Councilmember of Benham 606-848-5506 African American

Danny White

Councilmember of Benham 606-848-5506 African American

Violet Farmer

Councilmember of Berea 859-986-8528 African American

Billy Maxey

Councilmember of Burkesville 270-864-5391 African American

Earl Higgins

Councilmember of Campbellsburg 859-498-9075 African American

Francis Clinkscales

Councilmember of Campbellsville 270-465-7011 African American

Howard Dillard

Councilmember of Clinton 270-653-6419 African American

Greg Owen

Councilmember of Crofton 270-424-5111 African American

Government Positions

Katherine Dixon

Councilmember of Cumberland 606-589-2107

African American

Randy White

Commissioner of Dover African American

Roger Frazier

Councilmember of Drakesboro 270-476-8986 African American

Barbara Chase

Councilmember of Earlington 270-383-5364 African American

Wanda Wilson

Councilmember of Earlington 270-383-5471 African American

Anthony Bishop

Councilmember of Elizabethtown 270-737-5390 African American

Eugene Jefferson

Councilmember of Elkton 270-265-9877 African American

Laura Whitney

Councilmember of Eminence 502-845-4159 *African American*

Leeroy Winburn

Councilmember of Eminence 502-845-4159 African American

Jackie Renfro

Councilmember of Evarts 606-837-2477 *African American*

Aaron Cunningham

Commissioner of Fincastle African American

Wendell Stewart

Commissioner of Franklin 270-586-4497 African American

Herbert Williams

Commissioner of Franklin 270-586-8073 African American

Bias Tilford. Sr.

Councilmember of Georgetown African American

Dunnie Markey

Commissioner of Germantown African American

Donna Ruark

Commissioner of Germantown 606-883-3610 African American

Jack Teegarden

Commissioner of Germantown 606-883-3610 African American

William Mumphry

Commissioner of Ghent 502-347-9706 African American

William Webb

Councilmember of Glasgow 270-651-5131 African American

Jerry Cowherd

Councilmember of Greensburg 270-932-4298 African American

Brooks Jackson

Councilmember of Greenup 606-473-7331 African American

Paul Martin

Councilmember of Greenville 270-338-3966 African American

Annie Morehead

Councilmember of Guthrie 270-483-2511 African American

George Winters

Councilmember of Guthrie 270-483-2511 African American

Nettie Parker

Councilmember of Hardinsburg 270-756-2213 African American

Dan Doyle

Councilmember of Hawesville 270-927-8707 African American

Fred Atkins

Councilmember of Hopkinsville 270-886-7453 African American

Phillip Brooks

Councilmember of Hopkinsville 270-885-6980 African American

Patricia Waddell-Bell

Councilmember of Hopkinsville 270-887-4000 African American

Randall Curry

Councilmember of Horse Cave 270-786-2680 African American

Vickie Rogers

Councilmember of Horse Cave 270-786-2680

270-786-2680 African American

Anita Johnson

Councilmember of Jeffersontown 502-267-8333 African American

James Beaumont

Councilmember of LaGrange 502-222-1433 African American

Denise Watts-Wilson

Councilmember of LaGrange 502-222-1433 African American

George Brown

Councilmember of Lexington 859-258-3205 *African American*

George Myers

Councilmember of Lexington 859-258-3200 *African American*

Jacque Wigginton

Councilmember of Lexington 859-258-3200 African American

Cheri Bryant Hamilton

Councilmember of Louisville 502-574-1105 *African American*

Barbara Shanklin

Councilmember of Louisville 502-574-1102 African American

David Tandy

Councilmember of Louisville African American

George Unseld

Councilmember of Louisville 502-574-1106 *African American*

Leonard Watkins

Councilmember of Louisville 502-574-2003 African American

Government

Positions

Mary Woolridge

Councilmember of Louisville 502-574-1103 *African American*

Bennie Massey

Councilmember of Lynch 606-848-5624 *African American*

Darnell Hipsher

Councilmember of Manchester 606-598-3456 African American

Mahendra Varia

Councilmember of Martin 606-285-9335 Asian

Johnny Jackson

Councilmember of Mayfield 270-247-1981 African American

Patrick Spradling

Commissioner of Meadowview Estates 502-574-3587 American Indian

Phillip Duncan

Councilmember of Monticello 606-348-0167 African American

James Sharber

Councilmember of Mortons Gap 270-258-5362 African American

James Ralls

Councilmember of Mount Sterling 859-498-8725 *African American*

Mary Shirley

Councilmember of Munfordville 270-524-5664 African American **Doris Clark-Parham**

Councilmember of Murray 270-762-0350 African American

Danny Hudspeth

Councilmember of Murray 270-762-0350 African American

Lonnie Hardin

Commissioner of New Castle 502-845-5750 African American

Shirley Gillespie

Councilmember of Oak Grove 270-439-4646 African American

Annetta Richmond

Councilmember of Oak Grove 270-439-4646 African American

Jim Glenn

Commissioner of Owensboro 270-687-8550 African American

Robert Coleman

Commissioner of Paducah 270-442-1502 African American

Herman Hutsell

Commissioner of Paris 859-987-2110 African American

Emma Boards

Commissioner of Park City 270-749-5695 African American

Anne Sleet

Councilmember of Perryville 859-332-8941 African American **Henry Smith**

Councilmember of Princeton 270-365-9575 African American

Jeannette Stephens Councilmember of Radcliff

270-351-4714 African American

Robert Blythe

Commissioner of Richmond 859-623-1000 African American

Valoise Owens

Councilmember of Shelbyville 502-633-8000 African American

Jessie Varner

Commissioner of Smiths Grove 270-563-4014 African American

Willie Ellery

Councilmember of Springfield 859-336-5440 African American

Bobby Wilkinson

Councilmember of Stanford 859-236-4561 African American

Sydney Kirsch

Commissioner of Taylorsville 502-477-3235 African American

Luther Bland

Councilmember of Versailles 859-873-5436 *African American*

Mary Ellen Bradley

Councilmember of Versailles 859-873-5436 *African American* **Tom Howard**

Councilmember of West Buechel 502-459-4400 African American

Chet Riley
Councilmember of

Williamsburg 606-549-6033 African American

Government Positions

Timeline Notes

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Andrew Wolfson. Published June 29,

ome>.

75 See footnote 2.

Kentucky Veterans Minority Statistics

The following data was obtained from the US Department of Veterans Affairs, VetPop2004, version 1.0.

The Office of Policy in the Department of Veterans Affairs (VA) is responsible for administering a range of programs and analyses concerning veteran surveys, demographics, and population estimates. Within the Office of Policy, the Office of the Actuary (OACT) develops estimates and projections of the veteran population and their characteristics.

The current estimate and projection of the veteran population is contained in VetPop2004 Version 1.0 released by OACT in April 2005. The VetPop2004 Version 1.0 estimate and projection is based on several data sources: (1) extracts from a Census 2000 sample data prepared for OACT by the Bureau of the Census, (2) data provided by the Defense Manpower Data Center on service member separations from active duty, (3) information from the Department of Defense, Office of the Actuary, and (4) VA administrative data from the Veterans Benefits Administration and the Veterans Health Administration.

DATA QUALITY

The OACT works continuously to improve the source data and methodology for its estimates and projections of the veteran population. Presently, the estimate and projection provides point values (single numbers) rather than a range of estimates (multiple values, which would reflect the uncertainty of the estimation and projection process).

It is critically important that VetPop users understand the uncertainty associated with using these point values. Users must take the uncertainty of these estimates and projections into consideration as they use this data. As such, at a minimum, OACT recommends that point values be rounded to the nearest 4 non.

